

Exhibit 3

Savings Incentive Account Expenditures in Fiscal Year 2001

By Agency and Category of Expenditure

Agency	<div>Employee Employee Technology Improved Work Performance</div> <div>Total Training Incentives Improvements Processes Measurement Other</div>						
	Total	Training	Incentives	Improvements	Processes	Measurement	Other
House of Representatives	269,709	1,209		165,932	102,568		
Senate	205,861			120,478			85,383
Joint Legislative Audit and Review Committee	23,957						23,957
Court of Appeals	199	199					
Office of the Governor	69,695	2,877		36,198	30,525		95
Lieutenant Governor	4,137	3,643			494		
Secretary of State	561,696				561,696		
Asian Pacific American Affairs	5,716	1,375	113	2,878			1,350
Office of Financial Management	175,644			63,508			112,136
Department of Labor and Industries	28,600					28,600	
Department of Licensing	12,115				12,115		
Military Department	18,185	5,341	3,181	9,663			
Public Employment Relations Commission	41,512	1,525		35,769	4,218		
Department of Social and Health Services	247,301	48,285			153,190	9,578	36,248
Department of Health	100,493			100,493			
Department of Veterans Affairs	9,597	5,000			4,597		
Washington School for the Blind	9,155	9,155					
Washington State University	2,627	500		2,127			
Washington State Arts Commission	1,927			1,927			
Washington State Historical Society	1,226	1,226					
Columbia River Gorge Commission	3,131	947		2,034			150
Department of Ecology	111,083	17,294	43,946	3,501	11,230		35,112
Environmental Hearings Office	8,168			8,168			
Department of Agriculture	11,605	11,245	360				
Employment Security Department	39,653	22,836			16,817		
Community and Technical College System	9,722	673		4,250		4,799	
Totals by Category	\$1,972,714	\$133,330	\$47,600	\$556,926	\$897,450	\$42,977	\$294,431
	100.0%	6.8%	2.4%	28.2%	45.5%	2.2%	14.9%